

A New Vision for Kentucky



Resources and Promising Models



An Appendix to the final report of
the Governor's
Task Force on the
Economic Status
of Kentucky's
Women



Existing Resources & Promising Models

**The committees of the
Governor's Task Force on the Economic Status of Kentucky's Women
identified existing resources and promising models, both in Kentucky and
beyond, that address the issues of**

**Economic Sufficiency
Education
Equity
Leadership
Well-Being**

This list is not intended to be a comprehensive listing of all available services and programs, but to serve as a directory of the types of quality programs that exist as resources and models.

The contact information in this publication reflects the Kentucky Commission on Women's best attempt to provide the most accurate information available to us at the time of publication.

Kentucky Commission on Women, May 2003.

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ECONOMIC SUFFICIENCY

Programs and Organizations in Kentucky

ABLEWORKS encourages employers to hire qualified persons with disabilities.

Contact Info:

Kentuckiana Works

410 West Chestnut, Suite #200

Louisville, KY 40202

502-574-2500

FAX: 502-574-4288

www.kentuckianaworks.org/OtherInitiatives/ABLEWorks/default.htm

⚙ A partnership between the **Big Sandy Area Development District, Kentucky Works**, and others pays for vehicle maintenance while participants contribute small monthly payments.

Big Sandy ADD/Regional KY Works Program

100 Resource Drive

Prestonsburg, KY 41653

Bridgehaven, the Wellspring Program, and Ardery House, all in Louisville provide mental illness services including crisis stabilization and supported living, to women and other individuals.

Contact Info:

Bridgehaven Opportunity House

950 South First Street

Louisville, KY 40203

502-585-9444

www.bridgehaven.org/

Wellspring-Ardery House

1382 South 3rd Street

Louisville, KY 40208

502-637-4361

The **Center for Accessible Living** helps women and other persons with disabilities maintain independent living. They also form partnerships with private industry, government, and educational institutions to promote and expand employment opportunities. www.calky.org

The **Center for Women and Families** serves victims of domestic violence, sexual assault and economic deprivation.

- Coordinates the Commonwealth IDA program for Jefferson, Bullitt, Henry, Oldham, Shelby, Spencer, and Trimble counties, which provides financial education through to adults and youth as well as offering matched savings accounts for participants to save toward the purchase of a home, post-secondary education or business ownership. The match rate is 2 to 1.
- Creative Employment Program also serves seven counties in Indiana.
- Provides services relevant to economic sufficiency, education and well-being.
- Provides shelter for victims of domestic violence, counseling and support services for victims of domestic violence and sexual assault as well as offering employment assistance through the creative employment assistance program.

Lynnie Meyer - President

Cathe Hutchens - Economic Success Program

P.O. Box 2048

Louisville, KY 40201-2048

Phone: (502)-581-7200

E-mail: chutchens@cufempower.org

www.thecenteronline.org

Child Care Council of Kentucky. Childcare referral services: Assists in finding quality, low cost childcare. Supported in part by monetary donations made when KY residents register vehicles. Serves the Bluegrass Area Development District.

Child Care Council of Kentucky

1460 Newtown Pike Suite 101

Lexington, KY 40571

Phone: (859)-254-9176

www.childcarecouncilofky.com

Child Support Enforcement Commission, Office of the Attorney General

1024 Capital Center Drive, Suite 200

Frankfort, Kentucky 40601

(502) 696-KIDS (5437)

<http://kyattorneygeneral.com/childsupport/>

Dress for Success Louisville provides clothing for job interviews and work, career development, job retention program. Mission is to help low-income women to make tailored transitions into the workforce. Give confidence boosts to participants and help them help themselves on the road to self-sufficiency.

Shannon White
125 S. 6th Street
Louisville, KY 40202
Phone: (502)-584-8050
E-mail: louisville@dressforsuccess.org

Experience Works is a program to employ seniors, primarily in rural areas.

Experience
Carol Kincaid
PO Box A
Beattyville, KY 41311
www.experienceworks.org/

Greater Louisville Inc., the primary economic development organization in the Louisville/Jefferson County area, has an active workforce development division that focuses on increasing the pool of women that enter educational programs in regional demand occupations such as transportation/logistics, medical, telecommunications and technology.

614 West Main Street
Suite 6000
Louisville, KY 40202
502-625-0000
www.greaterlouisville.com

The **HIRE Older Worker Program** helps Kentucky persons 55 and older with total household income of \$50,000 or less find employment.

Senior Center
1530 Nicholasville Road
Lexington, KY 40503
859 278-6072, ext. 331

The **Kentucky Assistive Technology Services Network (KATS)** provides advocacy and technical assistance to persons with disabilities and organizations with disabled workers or clients.

8412 Westport Road
Louisville, KY 40242
502-327-0022
Toll Free: 800-327-5287
www.katsnet.org

The **Kentucky Cabinet for Families and Children** provides human services for the citizens of Kentucky. The Cabinet's services include protection for vulnerable children and adults, child abuse investigations, foster care, adoptions, child support collections, cash assistance, food stamps, disability determinations, and more.

275 East Main Street
Frankfort, KY 40601
<http://cfc.state.ky.us/>

Programs of particular interest:

- **Child Care Assistance Program** helps families who need child care outside their homes.
Cabinet for Families and Children
502-564-7130 or Toll Free: 800-421-1903
http://cfc.state.ky.us/help/child_care.asp
- **Department of Community Based Services** is responsible for child and adult protection, foster care and adoption, and services to enhance family self-sufficiency, including food stamps and cash assistance.
Cabinet for Families and Children
Department of Community Based Services
502-564-3703
http://cfc.state.ky.us/agencies/Comm_Base/
- **Division of Child Support** administered through the Cabinet for Families and Children can assist in the establishment of paternity, enforce and collect support payments, and review and modify support orders.
PO Box 2150
Frankfort, KY 40602-2150
502-564-2285, ext. 4401
http://cfc.state.ky.us/agencies/Comm_Base/Child_Support/index.asp
- **Food Stamp Program** helps people with little money buy enough food for healthy meals.
Cabinet for Families and Children



502-564-7050

http://cfc.state.ky.us/help/food_stamps.asp

- **Kentucky Children's Health Insurance Program** provides health insurance to uninsured Kentucky children up to nineteen years old who may not qualify for health insurance under Medicare (typically because their families have incomes above the Medicaid maximum).
Toll Free: 877-524-4718
<http://chs.state.ky.us/kchip/>
- **Kentucky Transitional Assistance Program (KTAP)** provides financial and medical assistance to needy dependent children in Kentucky and the parents, or relatives, with whom the children are living. The Kentucky Cabinet for Families and Children (CFC) allows Kentucky Transitional Assistance Program (K-TAP) participants to be screened for possible exemption of work requirements if domestic violence is identified as a current barrier to work due to safety concerns. CFC can also provide one month's rent and deposit funds for domestic violence victims who are forced to leave an abusive living situation and are homeless due to this victimization.
502-564-7050
<http://cfc.state.ky.us/help/KTAP.asp>

The **Kentucky Division of Aging Services** in the Cabinet for Health Services provides referral resources for persons who are at least 55 years old.

Office of Aging Services

275 East Main Street

Frankfort, KY 40601

502-564-6930

<http://chs.state.ky.us/aging/>

Kentucky Domestic Violence Association offers information about domestic violence services in Kentucky. Such services include short-term emergency housing and advocacy.

PO Box 356

Frankfort, KY 40602-0356

502-695-2444

www.kdva.org

The **Kentucky Highlands Investment Corp (KHIC)** helps create employment opportunities in a nine-county region of Southeastern Kentucky by helping businesses create job opportunities for citizens and discovering entrepreneurs who could lead the businesses.

Kentucky Highlands Investment Corporation

P.O. Box 1738

362 Old Whitley Road

London, KY 40741

606-864-5175

www.khic.org/

Kentucky's Human Service Transportation Delivery System is temporary transportation assistance to TANF, Medicaid, Department for the Blind, and Vocational Rehabilitation recipients. It combines public and private transportation providers throughout the Commonwealth of Kentucky.

Office of Transportation Delivery

125 Holmes Street, 3rd Floor

Annex A-4

Frankfort, KY 40622

502-564-7433

Toll Free: 888-941-7433

www.kytc.state.ky.us/otd/default.asp

The **Kentucky Institute for Economic Development (KIED)** trains staff and volunteers of state, local, and regional development organizations about basic economic development theory and practice.

PO Box 23386

Lexington, KY 40523

859-224-4859

Kentucky Manufacturing Skills Standards Developed by Kentucky business and industry, this certification program combines employer needs with education and training to strengthen economic and workforce development efforts in the Commonwealth.

KCTCS (Kentucky Community & Technical College System)

2624 Research Park Drive

PO Box 14092

Lexington, KY 40512-4092

859-246-3146, ext. 1202
Toll Free: 877-528-2748, ext. 1202
www.kctcs.net/workforcenetwork/kmss/index.html

Kentucky Workforce Investment Board Approved Training Providers

KY Department for Training & Reemployment
209 St. Clair Street, 4th Floor
Frankfort, KY 40601
502-564-5360
Fax: 502-564-8974
<http://otr.state.ky.us/index.htm>

Kentucky's Workforce Toolkit lists training programs and funding sources available through state agencies such as: Cabinet for Economic Development; Kentucky Community Technical College System; and Kentucky Department for Adult Education. Office of Workforce Partnerships
Cabinet for Workforce Development
500 Mero Street, 2nd Floor
Frankfort, KY 40601
502-564-6606
<http://kycwd.org/documents/Workforce%20Toolkit.pdf>

Kentucky Works (supplement to public assistance) assists KTAP applicants and recipients in obtaining employment. Workforce Development Center
600 West Cedar Street
Louisville, KY 40202-2396
502-595-3254
Fax: 502-595-0098
www.desky.org/

✿ The **New Opportunity School for Women**, founded in 1987, grew out of an emerging need for women in Kentucky and the south central Appalachian region to become better educated and employed. The New Opportunity School three-week residential sessions are designed to help low-income women aged 30-55 from the Appalachian region return to school and/or become employed.
204 Chestnut Street
Berea, KY 40403
859-985-7200
www.nosw.org/

One-Stop Career Centers provide a variety of workforce development services to both job seekers and employers. There are 28 comprehensive centers, as well as satellite locations, throughout the Commonwealth. They include services from: Department for Employment Services; Department of Vocational Rehabilitation; Department for the Blind; Department for Adult Education and Literacy; Local Workforce Investment Areas (Workforce Investment Act funds); and a variety of other local partners. "Widening Our Doors" Training (staff training focused on better serving workers with disabilities, older workers and refugees) and Rapid Response Services for dislocated workers are also provided through the one-stop system.
<http://otr.state.ky.us/one-stop.htm>

✿ **Regional Kentucky Works Program** assists the Cabinet for Families and Children in the coordination and service delivery of the TANF (Temporary Assistance to Needy Families) Programs through KY Works: Wage Subsidy, Special Projects, and Americorps Pre-employment Mentoring Programs within the counties designated by the Cabinet.
www.louisville.desky.org/employer/ky_works.htm

The **Service Corps of Retired Executives (SCORE)** is a resource partner with the U.S. Small Business Administration. This program matches a retired executive with an entrepreneur to provide guidance and mentoring. SCORE members receive training in counseling and mentoring, then donate their time, talent, and expertise. There are two SCORE offices in Kentucky (Louisville and Lexington).
www.score.org/

Targeted Assessment Program (TAP), a program of the Institute on Women and Substance Abuse at the University of Kentucky in partnership with the Kentucky Cabinet for Families and Children, addresses multiple barriers facing Kentucky women and families who are being transitioned from receiving welfare support to self-sufficiency.
www.uky.edu/RGS/CDAR/IOWASA/

✿ Kentucky's **Toyota Motor Manufacturing Child Development Program** (Georgetown) has on-site developmental programs for infants, toddlers and school-age children for its employees. The building is maintained by Toyota but employees pay to use the facilities.

Barbara Boren
HR/EI-K A280
1001 Cherry Blossom Way
Georgetown, KY 40324-5700
Phone: 502-868-2939

✿ **UAW (United Auto Workers)-Ford Family Service and Learning Centers**, with two locations in Louisville, are 51 centers across the country bargained as part of a union-management contract. The Family Service and Learning Centers are state-of-the-art facilities that offer childcare 24 hours a day, professional development resources and training, and family services. UAW and Ford share the cost of the facility and both subsidize the weekly childcare cost.
www.familycenteronline.org

Louisville Assembly Plant
4112 Fern Valley Road
Louisville, KY 40219
502-318-9930

Kentucky Truck Plant
3309 Collins Ln.
Louisville, Kentucky 40245-1629
502-243-2957

The **Women in Construction** training program prepares women for financially rewarding careers in the construction industry. While in the program, trainees receive childcare and transportation assistance. Upon program completion, Cutting Edge Consulting offers job placement and retention services. 70% of Kentucky program graduates have started jobs averaging \$10.00 an hour.

177 Cochran Road
Hamilton, Ohio 45013
513-757-4007
www.cuttingedgeconsulting.org/

Out-of-State/National Organizations and Programs

✿ **Paid Family Leave in California.** In 2002, Governor Gray Davis signed into law a bill that allows most California workers to receive about 55% of their salary during six weeks of leave to care for a new child or sick relative. Funded entirely by employee payroll deductions, the program will expand the state fund providing insurance for disabled workers.

✿ **Charity Cars, Inc.** is a partnership of the Florida Independent Automobile Dealers Association, American Automobile Association, various corporations, and government agencies that donate cars to unemployed persons. The recipient must be working within 30 days of obtaining the vehicle and maintain employment throughout the lien period.

Brian Menzies, President
1980 N. Cameron Avenue
Sanford, FL 32771
407-324-5050
www.charitycars.org

The **Committee of 200** is the professional organization of preeminent women entrepreneurs and corporate leaders. C200 equips the next generation of women with scholarships, education, mentoring and business opportunities that will foster their rise to the top.

980 N. Michigan Avenue
Suite 1575
Chicago, IL 60611 USA
312-751-3477
www.c200.org/

✿ The state of **Georgia** employs Strategic Assessment Research (STAR) to develop a standardized hiring process for all Child Support Enforcement Agents.

✿ **MentorNet** is as a structured electronic mentoring program that provides training, coaching, and other supports that facilitate the development of on-line mentoring relationships. www.mentornet.net

The Louisville-based **National Center for Family Literacy** provides interactive literacy activities for parents and their children, parental training about education and their children, parent literacy training, and age-appropriate education to prepare children for success in school and life experiences.

National Center for Family Literacy/Kentucky Institute for Family Literacy
325 W. Main Street, Suite 300
Louisville, KY 40202
502-584-1133, ext. 184
www.famlit.org/ky/kiflmain.html

The mission of the **National Women's Law Center** is to protect and advance the progress of women and girls at work, in school, and in virtually every aspect of their lives.

11 Dupont Circle, NW, #800
Washington, DC 20036
202-588-5180
www.nwlc.org/

⚙ A growing number of states have **State Earned Income Tax Credit** programs based on the Federal EITC. These states include: Colorado, Indiana, Kansas, Maryland, Massachusetts, Minnesota, New Jersey, New York, Oklahoma, Vermont, and Wisconsin.

⚙ The state of **Texas** has established four regional information centers to address the needs of custodial parents who need assistance with child support issues. The centers answer over 3,000 inquiries per day and provide efficient navigation of this complex system.

⚙ In Seattle, Washington, **TRAC Associates**, a vocational and job training agency and **New Beginnings** a domestic violence program, have established a collaborative partnership. In-house victim advocates at TRAC work with clients who disclose domestic violence in order to provide access to resources and support in their search for employment.

TRAC Associates
www.tracassoc.com/
206-443-9999
New Beginnings
www.newbegin.org
206-926-3016

⚙ **Wheels to Work** in Pickaway County, Ohio, is a community agency car ownership program for persons without access to public transportation.

Sandy Gentry
Pickaway County Community Action Agency
PO Box 67
Circleville, OH 43113
740-477-1655

⚙ The **Women in Trades Apprenticeship** program in the State of Washington has the highest economic outcomes of all workforce-training programs, as evidenced by the 1998 Workforce Training and Education Coordinating Board's evaluation of the nine largest training programs in the state.

www.womenintrades.com, 206-248-8250

⚙ The **Women's Financial Education Program** sponsored by AARP (American Association of Retired People) provides a curriculum for women of all ages on basic financial education.

AARP
601 E Street, NW
Washington, DC 20049
800-424-3410
www.aarp.org
AARP-Kentucky
10401 Linn Station Road
Suite 121
Louisville, KY 40223
502-394-0277

Federal Programs and Laws

Federal Earned Income Credit (EIC or EITC) is a refundable tax credit for low-income persons. The credit is based upon income and family size. The credit encourages work by steadily increasing in value as income increases. Then, after a higher income is reached, it gradually reduces in value.

<http://eic.irs.com/index.htm?sid=c0001200440056>

The **Workforce Investment Act of 1998** provides resources for displaced homemakers or women in transition that have not been utilized in Kentucky. www.usdoj.gov/crt/508/508law.html or www.doleta.gov/usworkforce/wia.asp

Federal discrimination laws

- *Fair Labor Standards Act, 1938* (29 U.S.C. 201 et seq.) – This law specifies minimum wage and maximum hours for adults, regulations concerning overtime pay for time worked over 40 hours in a workweek, restrictions on the employment of children, and regulations concerning record-keeping.
- *Equal Pay Act, 1963* (29 U.S.C. 206(d)) – This law prohibits discrimination on the basis of sex in wage payments for jobs that require equal skill, effort, and responsibilities under similar working conditions in the same establishment.
- *Civil Rights Act, 1964* (42 U.S.C. 2000 et seq.; PL 88-352) – Title VII is the primary federal statute addressing discrimination in employment. It prohibits employment or membership discrimination by employers, employment agencies, and unions, based on race, color, religion, sex, or national origin. The act also created the Equal Employment Opportunity Commission (EEOC) to interpret and enforce employment discrimination laws. The Civil Rights Act was amended in 1972. These amendments, known as the Equal Employment Opportunity Act, permit the EEOC to bring enforcement actions in the federal courts.
- *Civil Rights Act, 1991* (42 U.S.C. 1981a; 42 U.S.C. 2000e-2(k)-(n); PL 102-166) – This law allows compensatory and punitive damages in cases involving intentional discrimination based on sex, religion, or disability. Previously, this was available only to racial and ethnic minorities. Either party to a case can demand a jury trial. The law also prohibits “race-norming” or other discriminatory adjustment of test scores or cutoff points on the basis of race, color, religion, sex, or national origin. It also includes the Glass Ceiling Act of 1991 (see below).
- *Glass Ceiling Act, 1991* (P.L. 102-166, P.L. 102-393) – This law establishes a Glass Ceiling Commission to study and make recommendations concerning the elimination of artificial barriers to the advancement of women and minorities that would increase opportunities and developmental experiences for women and minorities in management. The series of Glass Ceiling reports provide both theoretical background as well as specific suggestions for elimination of artificial employment barriers for women.

PROGRAMS FOR STARTING OR MAINTAINING A BUSINESS

Programs and Organizations in Kentucky

The **Center for Economic Development, Entrepreneurship, and Technology (CEDET)** uses federal and state resources to promote economic development in eastern and central Kentucky. The center is located at Eastern Kentucky University.

521 Lancaster Avenue
Richmond, KY 40475
859-622-2383
www.cbt.eku.edu/cedet/

Commonwealth Small Business Development Corporation (CSBDC) is an economic development entity created under the Small Business Administration (SBA). The CSBDC works with state and local economic development organizations, banks, and the SBA to create and retain jobs by providing long-term fixed asset financing to small business concerns. Other certified development companies like CSBDC are located in Louisville, Lexington, and Mayfield.

111 St. James Court
Suite 504
Frankfort, KY 40601
502-696-9444
www.csbdc.com/

The **Family Business Institute**, at the University of Kentucky Gatton College of Business and Economics, helps family-owned businesses achieve a balance between business and family life.

245 Gatton College of Business and Economics
Lexington, KY 40506-0034
800-284-6407
www.familybiz.org/

Kentucky Cabinet for Economic Development

- **Kentuckyenterprise** assists entrepreneurs through the maze of business start-up questions and provides basic federal and state licensing and tax requirements for new businesses.

The Business Information Clearinghouse, accessible by a toll-free telephone number, responds to inquiries and provides licensing information and forms.

Business Information Clearinghouse
Division of Business and Entrepreneurship Development
Department of Community Development
Cabinet for Economic Development
Capital Plaza Tower - 22nd Floor
Frankfort, KY 40601
502-564-4252, ext. 4317 (Craig Kelly)
1-800-626-2250 (in Kentucky)

www.thinkkentucky.com/kyedc/busstart.asp

- The **Small and Minority Business Division** in the Kentucky Cabinet for Economic Development assists minority businesses with federal, state, and local government regulations and procurement programs.

Department for Community Development
67 Wilkinson Blvd.
Frankfort, KY 40601
Phone: (502) 564-2064
1-877-355-3822

www.edc.state.ky.us/SMBD/

The **Kentucky Commission on Small Business Advocacy** was created in 2000 to provide resources to help Kentucky small businesses navigate the regulatory environment and reduce the regulatory burdens, and to be an advocate for small businesses in the legislative/regulatory process.

312 West Main Street

Frankfort, KY 40601

502-564-6689

www.smallbusiness.ky.gov/

The **Kentucky Small Business Development Center** (KSBDC) provides counseling, continuing education programs, and management and technical assistance for emerging and existing businesses. The University of Kentucky administers it.

University of Kentucky

225 Gatton College of Business & Economics

Lexington, KY 40506-0034

859-257-7668

Fax: 859-323-1907

www.ksbdc.org

The **Mountain Association for Community and Economic Development** (MACED) provides commercial loans, innovative financing options, and assistance with business planning to locally owned businesses in Kentucky and Central Appalachia.

433 Chestnut Street

Berea, KY 40403

859-986-2373

www.maced.org

The **National Association of Women Business Owners (NAWBO)**, with chapters in Lexington and Louisville, offers opportunities for training, networking, and mentoring to women business owners.

www.nawbo.org/

Lexington NAWBO

P.O. Box #4505

Lexington, KY 40544-4505

www.lexnawbo.org/

Louisville NAWBO

P.O. Box 6682

Louisville, Ky. 40206

The **One-Stop Business Licensing Program** operated by the Kentucky Secretary of State. This program allows people to instantly receive a complete listing of all required state licenses. In addition, users can obtain detailed information about the license or permit, such as the contact person in state government, the fees and requirements for the license, and hyperlinks to forms available on the Internet.

700 Capital Avenue, Suite 152

State Capitol

Frankfort, KY 40601

502-564-3490

www.sos.state.ky.us/ONESTOP/PROGRAM/onestop.asp

Small Business Administration (SBA) is a federal government agency.

Kentucky SBA District Office

The Romano Mazzoli Federal Building

600 Dr. MLK Jr. PL
Louisville, KY 40202
502-582-5761

www.sba.gov/ky/ and www.sba.gov

Services include:

- **Online Women's Business Center** www.onlinewbc.gov
- Licenses and regulates **Small Business Investment Companies** (SBICs). SBICs are privately owned and managed investment firms that provide venture capital and start-up financing for small businesses. There are four licensed SBICs in Kentucky, two in Louisville, one in Northern Kentucky, and one in London.
- **Small Business Startup Kit** provides entrepreneurs with information and tools for starting a business, including business designation (sole proprietorship, partnerships, limited liability, and corporations), business plan outlines, state and federal regulation compliance, and local sources of assistance.

✿ The **Women's Enterprise Institute** is a resource center to help women start and grow their own businesses. Located at Midway College, the institute is one of 93 women's business centers across the nation funded by the Small Business Administration Office of Women's Business Ownership.

Midway College
512 East Stephens Street
Midway, KY 40347
859-846-5800
www.weimidway.org/

✿ The **Women's Initiative Networking Group (WINGS)** was a private, non-private agency that built the economic/personal capacity of Kentucky's Appalachian women through small-business ownership. As of spring 2002, WINGS is no longer in operation

Out-of-State/National Programs

✿ **Eli Lilly & Company Executive Mentoring Program** develops opportunities for emerging minority and woman-owned businesses to work closely with lead Lilly suppliers. Owners and other principals work closely with executives from lead suppliers to better understand and develop skills to support a global pharmaceutical company.

Eli Lilly & Company
Lilly Corporate Center
Indianapolis, IN 46285
317-276-2000
www.lilly.com/about/partnering/supplierdiversity/mentor.html

✿ The **Kansas Women's Business Center** assists current and aspiring women business owners through counseling, training, networking, mentoring, and technology.

8527 Bluejacket
Lenexa, KS 66214
913-492-5922
www.kansaswbc.com

PROGRAMS FOR DISPLACED HOMEMAKERS /WOMEN IN TRANSITION

A number of states still have programs for "displaced homemakers." The following were selected as models.

✿ **Louisiana** has five centers for Displaced Homemakers across the state. Services provided at each location include individual placement, support groups, informational workshops and referrals for specific assistance, such as legal help, and consumer issues.

✿ **The Displaced Homemaker Program of New York State** is one of the oldest, most successful state funded resources of its kind. The Department Of Labor estimates that the 2,714 homemakers who entered employment in the 1999-2000 program year contributed some \$13-14 million dollars to the State's economy through wages alone. The total impact on the state is estimated at approximately \$37 million dollars. www.workforcenewyork.org/dhpindex.htm

✿ **North Carolina's Fund for Displaced Homemakers** increases funding for existing displaced homemaker programs and initiates new programs by adding an additional \$20 to the fee paid when filing for divorce. It is expected that an additional \$740,000 will be generated annually for the Fund for Displaced Homemakers.

EDUCATION

Programs and Organizations in Kentucky

Adult Literacy/Adult Basic Education Centers in every county

Kentucky Department for Adult Education and Literacy
500 Mero Street
Capital Plaza Tower, 3rd Floor
Frankfort, KY 40601
502-564-5114
Toll Free: 800-928-7323
<http://adulthood.state.ky.us/>

Business and Professional Women Foundation. Scholarships for women furthering post-secondary education.

Each spring several local affiliates in Kentucky as well as the BPW USA awards need-based scholarships to women who want to further their post-secondary education. (Locals are limited to their communities)

Martina Temple
P.O. Box 1098
Owensboro, KY 42302
Phone: (270)-683-3625 (home)
(270)- 685-2004 (work)
E-mail: tinatemp@bellshouth.net
www.bpwusa.org or www.bpw-ky.org

Child Care Resource and Referral Agencies – serves parents, childcare providers and communities as a central location for early care and education data and information. A directory is available at: www.audubon-area.com/khsaccrr.htm

The **Go Higher, Education Pays** web portal, an integrated, systematic website, is under development through the Kentucky Council on Postsecondary Education, and will be accessible in the fall of 2003. The target audiences for the portal are middle and high school students, counselors, and parents, adults who are potential postsecondary education students, and workforce development, with access for workers' skill upgrades and educational opportunities for displaced workers.

www.GOHIGHERKY.org

Educational Opportunity Centers – TRIO programs in Kentucky funded by the U.S. Department of Education that assist adults to obtain access to education and training.

- **Commonwealth Educational Opportunity Center**
Morehead State University
150 University Boulevard
108 Downing Hall, UPO Box 1378
Morehead, KY 40351
(606) 783-2063 or (800) 333-3621
www.morehead-st.edu/units/ceoc/
- **Kentuckiana Metroversity EOC**
200 West Broadway, Suite 700
Louisville, KY 40202
Contact: Claudette Nelson, Director
(502) 584-0475
www.metroversity.org/home.htm
- **Somerset Community College, North Campus**
808 Monticello Street
Somerset, KY 42501
(606) 679-8501
www.somerset.kctcs.edu/
- **Western Kentucky University Trio Training Programs**
PO Box 8223
Bowling Green, KY 42101
Email: trio.training@wku.edu
Phone: (270) 745-2936

Family Literacy partnerships with school districts and programs, such as Jump Start, Early Start, Even Start, Success by Six, Head Start, pre-school, after-school, and Saturday School.
Kentucky Department for Adult Education and Literacy
500 Mero Street, Capital Plaza Tower
3rd Floor
Frankfort, KY 40601
502-564-5114
Toll Free: 800-928-7323
http://adulthood.state.ky.us/family_literacy_resources.htm

Family Resource and Youth Service Centers (FRYSCs) The mission of these school based centers is to enhance students' abilities to succeed in school by developing and sustaining partnerships that promote: early learning and successful transition into school, academic achievement and well-being and graduation and transition into adult life.
Cabinet for Families and Children
Office of Family Resource and Youth Services Centers
275 East Main Street, 3 C-G
Frankfort, KY 40621
502-564-4986
<http://cfc.state.ky.us/frysc/>

The **GED (General Equivalence Degree) Employer Tax Credit Program** allows employers to receive a tax credit up to \$1,250 per employee for providing paid time-off for an employee to study for the GED. Employees can earn a college tuition credit of up to \$1,000.
Kentucky Department for Adult Education and Literacy
500 Mero Street, Capital Plaza Tower
3rd Floor
Frankfort, KY 40601
502-564-5114, ext. 153
<http://adulthood.state.ky.us/>

Head Start Parent Educational Support
Kentucky Head Start Association
www.khsa.org/

Kentucky Association of Gifted Students (KAGE)
PO Box 9610
Bowling Green, KY 42102-9610
270-745-4301
www.wku.edu/Dept/Academic/Education/KAGE/

✿ The **Kentucky Community and Technical College System's Ready-to-Work Program** is a partnership between the Kentucky Cabinet for Families and Children and the Kentucky Community and Technical College System. It is designed to promote the success of Kentucky Transitional Assistance Program (KTAP) parents who want to attend a community or technical college. The program assists people with job skills, life skills, academic success training, counseling, advising, mentoring, and securing and retaining employment.
KCTCS (Kentucky Community & Technical College System)
PO Box 14092
Lexington, KY 40512-4092
859-246-3142, ext. 1220
www.kctcs.net/readytowork/

✿ The mission of the **Kentucky Cooperative Extension System** is to serve as a link between the counties of the Commonwealth and the state's land grant universities to help people improve their lives through an educational process focusing on their issues and needs. Kentucky Cooperative Extension operates through a partnership between the University of Kentucky, Kentucky State University, and the U.S. Department of Agriculture to provide information and services related to home-based businesses, financial management, and many other areas. www.ca.uky.edu/ces/ and www.kysu.edu/landgrant/default.html

Kentucky Department for Libraries and Archives
Kentucky Public Library System and State Library
(502) 564-8300
www.kdla.state.ky.us/

Kentucky Department of Education's Minority Teacher Scholarship – provides a maximum scholarship of \$5,000 for minority students enrolled in Kentucky's public institutions who want to become teachers.

Kentucky Department of Education
500 Mero Street, 17th Floor
Frankfort, KY 40601
502-564-1479
Fax: 502-564-6952
www.kde.state.ky.us/

Kentucky Education Association (KEA) KEA has offices across the state.
www.kea.org/

Kentucky Educational Television (KET)
600 Cooper Drive
Lexington, KY 40502
859-258-7000
www.ket.org/

Kentucky Higher Education Assistance Authority (KHEAA) is a public corporation and governmental agency of the Commonwealth established in 1966 to improve students' access to higher education. KHEAA administers several financial aid programs and disseminates information about higher education opportunities.
PO Box 798
Frankfort, KY 40602-0798
800-928-8926
www.kheaa.com

- **KHEAA Early Childhood Development Scholarship Program** – provides financial assistance in non-repayable tuition scholarships for Kentucky residents who are pursuing a credential in the field of early childhood education.
- **KHEAA Teacher Scholarship Program** – provides financial aid to highly qualified Kentucky students pursuing initial teacher certification at participating Kentucky institutions.
- **College Access Program (CAP)** – provides grants to Kentucky's financially needy students to attend Kentucky colleges. CAP grants are awarded to Kentucky residents enrolled for at least six semester hours and seeking an eligible educational credential. www.kheaa.com/prog_cap.html
- **Kentucky Educational Excellence Scholarship (KEES)** – a scholarship designed to encourage and reward high school students for good performance during their high school careers. GPA determines the amounts for each year of study and bonus dollars are awarded for ACT scores. www.kheaa.com/keeshome.html

Kentucky PTA
PO Box 654
Frankfort, KY 40602-0654
502-564-4378
www.kypta.org/

Kentucky Virtual Adult Education (KYVAE) The mission of the KYVAE site is to provide adult learner and instructor access to literacy information, curriculum, resources and services in an easy-to use and motivational format. www.kyvae.org/

Kentucky Virtual Library (KVL) The mission of KVL is to ensure that all Kentuckians will have equitable access to quality library and information resources and qualified, well-trained staff to support the Kentucky Virtual University as well as meet broader needs for learning, working and living. www.kyvl.org/

Kentucky Virtual University (KYVU), the state's official virtual campus, offers one-stop access to affordable college credit courses and professional development programs offered online from colleges, universities and other institutions.
www.kyvu.org/

KIDS NOW Early Childhood Development Initiative

Office of Early Childhood Development
700 Capitol Avenue, Room 133
Frankfort, KY 40601
502-564-2611
Fax: 502-564-1984

<http://gov.state.ky.us/ecd/>

The Kids NOW Initiative consists of many components, including:

- Early Childhood Development Authority
- Early Childhood Business Council
- Community Early Childhood Councils <http://gov.state.ky.us/ecd/CECC.htm>
- HANDS (Home Visitation)
275 East Main Street
Frankfort, KY 40621

502-564-2154

<http://publichealth.state.ky.us/hands.htm>

- **Healthy Start**
Department for Public Health, Division of Adult & Child Health
275 East Main Street
Frankfort, KY 40621
(502) 564-2154
http://publichealth.state.ky.us/healthy_start_in_child_care.htm
- Interagency Coordinating Council (ICC) <http://gov.state.ky.us/ecd/icc.htm>
- Children's Advocacy Centers <http://gov.state.ky.us/domviol/caclist.htm>
- Professional Development Opportunities <http://gov.state.ky.us/ecd/PD.htm>
- ST☆RS For KIDS NOW (Quality Rating System) <http://gov.state.ky.us/ecd/QRS.htm>

Commonwealth of Kentucky's **KyCares Web Site** is an online information directory and guide for federal, state and community service providers. www.kycares.net

The **McConnell Center for Political Leadership** at the University of Louisville is dedicated to providing a non-partisan, well-rounded education that encourages top undergraduates to become valued citizens and future leaders of the commonwealth and the nation. The Center annually sponsors a scholarship contest for high school seniors in Kentucky. The ten resulting scholarships provide full tuition, books, and some living expenses to attend the University of Louisville, and are renewable for four years.

Ford Hall

University of Louisville

Louisville KY 40292

502-852-3323

<http://php.mcconnellcenter.org/html/>

⚙ The **Urban Learning Center** in Northern Kentucky provides access to and preparation for college work; this Center is a collaborative educational effort between Forward Quest, Northern Kentucky University, Thomas More College, Covington Schools, Covington Community Center, and Northern Kentucky Technical College. The Urban Learning Center offers college courses to low-income students who have earned either a high school degree or a GED. Most of the classes are credit, though some are developmental; students only pay \$10; books are "loaned" for the semester.

Urban Learning Center

1650 Russell Street

Covington, KY 41011

859-491-2220

www.urbanlearningcenter.org

Women's Centers and/or Women's Studies Programs at colleges and universities, where they exist (not available at every campus).

- **Berea College**
Barbara Lakes, Director
Berea College, CPO 2104
Berea, KY 40404
(859) 985-3000
www.berea.edu/WS/wshome.html
- **Brescia University**
Marita Greenwell, Director of Contemporary Woman Program
717 Frederica Street
Owensboro, KY 42303
maritag@brescia.edu
www.brescia.edu/academics/contemporary/default.htm
- **Eastern Kentucky University**
Isabella B. White, Director
Case Annex 157
Richmond, KY 40475
(606) 622-2913
www.womensstudies.eku.edu/
- **Georgetown College**
Gretchen E. Ziegenhals
400 E. College Street
Georgetown, KY 40324

(502) 863-8398
<http://spider.georgetowncollege.edu/ws/>

- **Lexington Community College**
Dr. Eileen Abel
101 Academic Technology Building
Lexington, Kentucky 40506-0235
(859) 257-4872 ext. 4066
- **Morehead State University**
Jane Etheridge, Director of Women's Center
Murray State University
PO Box 9
Murray KY 42071
(502) 762-3140
<http://campus.murraystate.edu/services/women.center/>
- **Northern Kentucky University**
Katherine Meyer, Director
Adult Learners, Evening/Weekend Services and Women's Center
Northern Kentucky University
University Center 366
Highland Heights, KY 41099
(859) 572-6497
meyerk@NKU.EDU
www.nku.edu/~womenscenter/

Sally Jacobsen, Director
Women's Studies Program
Northern Kentucky University
Highland Heights, KY 41099
(859) 572-5506
www.nku.edu/~wms/
- **Transylvania University**
Angela Hurley, Director
300 N. Broadway, Lexington, KY 40508
(859) 233-8174
ahurley@transy.edu
- **University of Kentucky**
112 Breckinridge Hall
Lexington, KY 40506-0056
859-257-1388
womenst@uky.edu
<http://www.uky.edu/ArtsSciences/WomenStudies>
- **University of Louisville**
Nancy M. Theriot, Director
Women's Studies Program
Patterson Hall
University of Louisville
Louisville, KY 40292
(502)852-8160
www.louisville.edu/a-s/ws/
Mary Karen Powers, Director
Women's Center
University of Louisville
Administrative Annex - Garden Level
Louisville, KY 40292
(502) 852-8976
mkpowers@louisville.edu
www.louisville.edu/provost/womenctr/
- **Western Kentucky University**

Jane Olmsted, Director of Women's Studies
Western Kentucky University
1532 State Street
Bowling Green, KY 42101
<http://wkuweb1.wku.edu/Dept/Academic/Graduate/WStudy/>

Federal Programs

✿ **Centers of Leadership in Academic Medicine** This site provides a detailed overview of the roles and responsibilities of mentor program participants and a comprehensive list of types of mentoring activities and relationships along with an evaluation process. www.4woman.gov/owh/col/mentoring.htm

Federal Family Educational Loans Program (FFELP) – subsidized and unsubsidized loans repayable with interest paid either by the federal government (subsidized) or by the individual (unsubsidized).

U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-0498
800-872-5327
www.ed.gov/databases/gils/data/gilsffel.html

Federal Supplemental Educational Opportunity Grant (FSEOG) – a federal grant for undergraduate postsecondary education students with exceptional financial need. Grants depend upon the availability of funds, first applied, first complete basis and those students with the most need.

Federal Student Aid Information Center
PO Box 84
Washington, DC 20044-0084
319-337-5665
Toll Free: 800-433-3243
www.ed.gov/prog_info/SFA/StudentGuide/2002-3/fseog.html

Job Corps is the nation's largest and most comprehensive residential, education and job training program for at-risk youth, ages 16 through 24.

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, NW
Washington, DC 20210
202-693-3900
<http://jobcorps.doleta.gov/>

Pell Grant – a federal grant based upon the student's income available for education and the cost of attendance in a recognized institution of higher learning. The maximum yearly amount of the grant is \$4,000.

Federal Student Aid Information Center
PO Box 84
Washington, DC 20044-0084
319-337-5665
Toll Free: 800-433-3243
www.ed.gov/prog_info/SFA/StudentGuide/2002-3/pell.html

National Organizations

American Association of University Women (AAUW) Educational Foundation

AAUW Educational Foundation Research
Department RR.INT
1111 Sixteenth Street, N.W.
Washington, DC 20036
202-728-7602
www.aauw.org/

The National Honor Society

NHS and NJHS
1904 Association Drive

Reston, VA 20191-1537
703-860-0200
www.nhs.us/

Teaching Tolerance Project – Southern Poverty Law Center. Teaching Tolerance serves as a clearinghouse of information about anti-bias programs and activities being implemented in schools across the country. The ideas presented on their web site and in their free semiannual magazine, *Teaching Tolerance*, represent some of the most innovative, useful initiatives that have application throughout a community. www.splcenter.org/teachingtolerance/tt-index.html

✿ **Women In Community Service (WICS)** is a proven leader in the field of mentoring low-income individuals. Mentoring since 1964, WICS utilizes the skills, expertise and support of trained professionals and community and corporate volunteers who act as mentors to participants. www.wics.org/

WOMEN AND GIRLS IN SCIENCE, MATH, ENGINEERING AND TECHNOLOGY

Programs and Organizations in Kentucky

✿ **Discover College.** Owensboro Community and Technical College works with local high schools to improve college readiness and to prepare students for technical careers. Students may earn college credits to apply toward technical or transfer programs.

Owensboro Community College Campus
4800 New Hartford Road
Owensboro, KY 42303
270-686-4400
www.octc.kctcs.edu

✿ **EKU Summer Computer Day Camp.** Eastern Kentucky University offers summer computer day camps. Four week-long sessions (15 girls, ages 11-13, per week) were offered in the summer of 2001. Participants learned to build robots or a Web site. This program was changed to co-ed in Summer 2002, but the emphasis is still to recruit girls.

Eastern Kentucky University
521 Lancaster Avenue
Richmond, KY 40475
859-622-1000
www.eku.edu/

✿ The **Girls in Science Program** at the University of Kentucky encourages girls to pursue careers in science, math, engineering, and technology. The project involves summer camp experiences at the University of Kentucky, Saturday sessions, and mentoring relationships.

2360 Chauvin Drive
Suite 208
Lexington, KY 40517
859-266-7535
www.mc.uky.edu/behavioralscience/girlsinscience.asp

Inquiring Minds Want to Know. In Owensboro, middle school science teacher Sandra Nall has started an after-school club to introduce girls to science and technology. Nall has completed training at the University of California at Berkley in order to use the program GEMS (Great Explorations in Math and Science). Her students are learning about computers and lab and video equipment with a hands-on approach.

Sandra Nall
270-683-9735
Email: dsnall@earthlink.net

Kentucky Appalachian Science Enrichment Program (KASEP) is a 5-week residential program held on the campus of the University of Kentucky and administered by the Outreach Center. This summer experience has been structured to enhance each participant's scientific problem solving and critical thinking skills. Students are rising high school sophomores from Appalachian counties or underserved minority groups. <http://cancer.uky.edu/kasep/>

Kentucky Women in Science, Math, Engineering and Technology (KYWISMET), a new group interested in improving achievement and career opportunities for women and girls, includes representatives from postsecondary education, the Kentucky Department of Education, the Council on Postsecondary Education, the Kentucky Commission on Women, and local school teachers and district personnel. Its goal is to increase student achievement in and the number of girls considering

science, math, engineering, and technology as career options, and retaining more young women in these subjects in postsecondary education.

Sue Scheff, Director
Women in Engineering
College of Engineering
University of Kentucky
379 R.G. Anderson Bldg.
Lexington, KY 40506
(859) 257-4178

Jaleh Rezaie
Chair and Associate Professor
Computer Science Department
Eastern Kentucky University
Phone: (859) 622-2398
E-mail: jaleh.rezaie@eku.edu

Society of Women Engineers (SWE)—student sections at the University of Kentucky (Lexington and Paducah) and the University of Louisville.
University of Kentucky
www.engr.uky.edu/student.orgs/swe/
University of Louisville
www.louisville.edu/rso/swe/swe_about.html

University programs that encourage women pursuing engineering:

The University of Kentucky: Sue Scheff, **Contact Info:** sscheff@engr.uky.edu
University of Louisville: Brenda Hart, **Contact Info:** Brenda.hart@louisville.edu
Western Kentucky University: Stacey Wilson, **Contact Info:** stacy.wilson@wku.edu

Out-of-State

AWSEM. Advocates for Women in Science, Engineering, and Mathematics is a nation-wide program that encourages women and girls to learn more about these fields through clubs and mentoring. Their website contains information on how to structure math and science clubs and also how women in these fields can become a mentor to girls.

20000 N. W. Walker Road
Beaverton, OR 97006
503-748-1277 or 503-748-1504
www.awsem.com/home.asp

Future Engineers' Summer Camp – Ohio State University—is a program designed for female students who will enter the 8th grade. This program was established to generate excitement and enthusiasm in engineering and science. www.eng.ohio-state.edu/

⚙ **GirlPower!** A national education campaign sponsored by the US Department of Health and Human Services. This comprehensive program targets the mental and physical health of young girls (ages 9 to 14). The program utilizes role models, peer support, and informational materials and resources to provide girls with positive self-esteem and knowledge requisite for a healthy life style. The program provides resources for young girls as well as peers, parents, teacher, counselors, and health care providers. www.girlpower.gov/

⚙ **The School of Engineering at the University of Texas at El Paso (UTEP)** provides a model of aggressive intervention, as early as elementary school, to increase interest in engineering in general and, in particular, to increase participation in engineering by women and minorities. In addition to UTEP's own resources, they have sought and received funding for their programs from the Sloan Foundation and the Hewlett-Packard Foundation. <http://eng.utep.edu/>

Technology Action Coalition to Kindle Lifelong Equity (TACKLE) Box Project is a four-year, statewide initiative receiving funds under the Carl D. Perkins Vocational and Technical education Act of 1998 initiated by Wisconsin Department of Public Instruction. The initiative provides training, resources, and support to school communities with the primary goal of increasing the number of young women in technology education. A secondary goal is to provide a model for educational equity in all career and technical education programs.

608-267-2443
www.dpi.state.wi.us/dpi/dlsea/equity/eqtbox.html

Women in Technology is a multi-faceted project from Vermont Technical College designed to encourage young women in middle school and high school to study math, science, and technology and to explore careers in these fields. Programs include a summer camp, telementoring, and more. www.vtc.vsc.edu/wit

Web

EngineerGirl Web site designed to encourage girls' interest in engineering. The site includes information about what engineers do, great achievements in engineering, career facts, puzzles and games, the opportunity to ask questions of engineers, and links to related sites. Sponsored by the National Academy of Engineering. www.engineergirl.org

Explore Career Pathways A Canadian site designed to help girls 8-18 explore careers in science and technology. Created by a student, the site profiles six women. www.harbour.sfu.ca/scwist/explore/index.htm

Girl Power! Aimed at girls 9-14, this site has sections about books, health, Internet sites, puzzles, sports and fitness, accomplished women, and more. Sponsored by the Department of Health and Human Services. www.girlpower.gov/girlarea/index.htm

Girl Tech Girl Tech is devoted to encouraging girls in technology use. Activities designed to develop girls' interest in computers, electricity, mechanics, and mathematics. Resources for teachers and parents. Annotated list of recommended web sites. www.girltech.com/

GirlsCanDo.com This site, whose aim is "helping girls discover their life's passions," is designed both for girls 8-18 and for adults who wish to work with girls. It is divided into seven sections: Outdoor Adventures, Sports, My Body, The Arts, Sci-Tech, Change the World, and Learn, Earn, Intern. Each section offers interviews with women in related fields, links to summer camps and other programs, recommendations for related books, films, music, and gifts, and more. The site arose from a book about girls' resources by Charlotte Milholland. www.girlscando.com/index.html

Girlstart Formerly called SmartGirls, Girlstart takes as its motto "educating and empowering girls in technology." The web site, aimed at middle-school girls, offers games, puzzles, bios of women in technology, homework help links, free email, girls' web sites, info about weekend and summer programs, and more. www.girlstart.org/

Girls to the Fourth Power Algebra Program Imaginative ways to make algebra more appealing to girls. Don't miss the terrific tongue-in-cheek page, "California-style Algebra Problems." The site grew out of a pilot algebra-tutoring program in 1996 and for the most part has not been updated, but girls continue to post their thoughts on the "Algebra Attitude Page." The site seems designed to appeal both to girls and to parents and teachers. www.stanford.edu/%7Emeehan/xyz/girls4.html

Global Reproductive Health Forum: TeenZone. Sponsored by the Harvard University School of Public Health, TeenZone offers links to information on abortion, contraception, HIV/AIDS, STDs, adolescent rights, and teen life. TeenZone is part of a much larger website on global reproductive health. www.hsph.harvard.edu/Organizations/healthnet/teenzone.html

Just For Girls Sponsored by the Girl Scouts, this site is designed for girls 7-17. It offers information and activities about careers, sports, fitness, pen pals, games, and more, and includes an extensive, annotated set of links to other sites for girls. <http://jfg.girlscouts.org/>

Mentor Girls MentorGirls encourages and promotes participation in traditional and information technology mentoring programs, especially those aimed at girls and young women. The website functions as a grassroots community outreach program, online resource, and networking destination for technology mentors and educators. Among the information it provides is an exceptionally extensive collection of links to related websites, organized into approximately three dozen categories. It also offers an informative quarterly newsletter, MentorGirl Voice. www.mentorgirls.org/

MentorNet is national electronic mentoring program with members in Kentucky that matches women engineers and scientists with college students majoring in these areas. www.mentornet.net

Resources and Information for Women Planning to Major in Computer Science Julie Rajzer's site provides information about what computer science is, what preparation is needed to enter the field, why women are underrepresented, and what can be done to encourage more women and girls to study computer science. www-personal.umich.edu/%7Ejrajzer/project4.html

What you can do to help GRRLS get into technology Part of Educational CyberPlayground, this page offers annotated links to resources, mentoring programs, and projects to help girls use science, math, and technology.
www.edu-cyberpg.com/Teachers/womengrrlstech.html

Women in Engineering Organization Created by Tufts University's School of Engineering, this site seeks to encourage more women and girls to become engineers. It provides valuable resources to further that aim. These include discussions of "What is engineering?" and "Why choose engineering?" and separate sections of resources designed for Girls, Parents, K-12 Teachers, Guidance Counselors, College Women, College Faculty, Industry, and Project Directors.
www.engineering.tufts.edu/wieo/index.html

Women in Information Technology (Win IT) Canadian site designed to support girls and women who want to explore careers in information technology [IT]. Includes information about skills, duties, and preparation needed for a range of IT careers as well as brief profiles of women in those careers. There's also a section offering "tutorials" in e-mail and the Web for newcomers to the Internet. Site is available in both English and French.
www.witnn.com/english/winit/home/index.htm

Women of NASA Site designed to encourage more young women to pursue careers in science, math, and technology. Includes profiles of female scientists, ideas for integrating the site's information into the curriculum, an annotated bibliography of books related to gender equity in math and science, and more. Aimed primarily at K-12, but useful also at the college level.
<http://quest.arc.nasa.gov/women/intro.html>

EQUITY

Kentucky Programs and Services

Benchmark 2000. A partnership studying the status of women and girls in Jefferson County and working to improve the status of females.

Benchmark 2000
3044 Breckinridge Lane
Suite 202
Louisville, KY 40220
502-852-2028
www.w4w.org

☼ **Centro Latino.** A community outreach and social services support center for Spanish speaking people living and working in the Shelby County area. Staff and volunteers assist with translations, assistance with accessing medical resources and services, completing forms, and supporting Mexican and Central American immigrants with a variety of other issues and concerns.

105 West Main
Shelbyville, 40065
502-647-3349

☼ **Ethnic Dialogues** exposes college students to a group of culturally, racially, and ethnically diverse people in order to better understand each other's cultural background. It provides an opportunity to discuss racial issues openly in order to better understand our differences.

www.uky.edu/icl/html/dialogues

KY Commission on the Deaf and Hard of Hearing

632 Versailles Rd
Frankfort, KY 40601
V/T 502-573-2604
V/T 800-372-2907
www.state.ky.us/agencies/kcdhh/home/

The **Kentucky Commission on Human Rights** provides enforcement support to the Kentucky Civil Rights Act, created to prohibit discrimination based on race, color, national origin, age (40 and above, employment only), sex, disability, and familial status (housing only).

332 West Broadway Suite 700
Louisville, KY 40202
502-595-4024
Toll Free: 800-292-5566
www.state.ky.us/agencies2/kchr/

The mission of the **Kentucky Commission on Women** is to improve the status of women in Kentucky.

312 West Main Street
Frankfort, KY 40601
502-564-6643
www.women.ky.gov

Kentucky Protection and Advocacy

100 Fair Oaks Lane, Third Floor
Frankfort, KY 40601
1/800-372-2988 (Message line & TTY)
www.kypa.net

Kentucky Youth Advocates is an independent non-profit children's advocacy organization representing the interests of all Kentucky children by vigorously promoting positive changes in programs and policies that affect large numbers of children.

2034 Frankfort Ave.
Louisville, KY 40206

voice: 502.895.8167

624 Shelby Street
Frankfort, KY 40601
voice: 502.875.4865

www.kyyouth.org

Legal Services Programs throughout Kentucky provide legal advice and access to the courts for low-income women seeking assistance for gender, disability, and age-related discrimination claims. Very few independent resources exist to instruct, encourage or assist women in the recognition or maintenance of potential claims. In Kentucky, there are examples of federally funded legal services for poor women to assist with individual claims of discrimination or to process legal actions such as divorces. For a listing of programs and other helpful information, visit: www.accesstojustice.org/

The **Metro Disabilities Coalition** is a group concerned about equal community access for persons with disabilities.

P.O. BOX 8086
Louisville, KY 40257
502-894-0197
Chuck Rogers 502-595-4657
www.mdclouky.org/

⚙ **NCCJ (National Conference for Community and Justice)** builds the capacity of youth ambassadors to be change agents for social justice using knowledge and skills in awareness education, conflict resolution, and advocacy.

Leadership Initiative on Erasing Racism: NCCJ and the Kentucky League of Cities bring together identified student leaders to initiate sustained strategies to address, undo, and prevent racism in the seven identified leadership sectors (economic, education, faith, government, media, social (non-profit) and youth).

NCCJ, Bluegrass Region
112 North Upper Street
Lexington, KY 40507
859-255-6999
www.nccjbluegrass.org/
www.nccj.org

Federal Programs and Laws

Title VII of the Civil Rights Act prohibits wage discrimination based on race, color, religion, sex, or national origin.

U.S. Equal Employment Opportunity Commission www.eeoc.gov/laws/vii.html
1801 L Street, N.W.
Washington, D.C. 20507
202-663-4900
www.eeoc.gov/

National Organizations

Center for Policy Alternatives. Founded in 1976, the Center for Policy Alternatives (CPA) is the nation's leading nonpartisan progressive public policy and leadership development center serving state legislators, state policy organizations, and state grassroots leaders.
www.cfpa.org/

The **Feminist Majority Foundation** is a cutting edge organization dedicated to women's equality, reproductive health, and non-violence. In all spheres, FMF utilizes research and action to empower women economically, socially, and politically.
www.feminist.org

The **Institute for Women's Policy Research** is a public policy research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families.

1707 L Street, NW, Suite 750
Washington, DC 20036
202-785-5100
www.iwpr.org

The **National Partnership for Women and Families**, formerly known as the **Women's Legal Defense Fund**
1875 Connecticut Avenue, NW

Suite 650
Washington, DC 20009
202-986-2600
www.nationalpartnership.org/

Printed resources

101 Ways to Combat Prejudice -- Anti-Defamation League (ADL). A booklet that is part of the Close the Book on Hate campaign sponsored by ADL and Barnes & Noble's Break the Cycle of Hate Through Reading program.
www.adl.org/prejudice/closethebook.pdf

Business Resource Guide: Accommodating Employees with Disabilities, published by the Access Center Partnership.
www.win.net/accessada/guide.htm

Disabilities Etiquette-Tips on Interacting With People with Disabilities, a publication of the Eastern Paralyzed Veteran Association, written by Judy Cohen. www.unitedspinal.org/Download/disaet.pdf

Online Gender Equity Handbook. In the state of Rhode Island, the Commission on Women has produced The Gender Equity Handbook in cooperation with the AAUW Providence branch, educators in the public schools, and Rhode Island College. This guide contains materials and lesson plans that teachers can use to promote an equitable learning environment in their classrooms. This book is available to teachers and educators online.

Rhode Island Commission on Women

Dr. Toby Ayers, Director

(401) 222-6105

Fax: (401) 222-5638

www.ricw.state.ri.us/geh.htm

LEADERSHIP

Kentucky Programs and Services

East Kentucky Women in Leadership (EKWIL). The goal of this program is to improve the status of women from Eastern Kentucky through a network of resources and informal educational opportunities for Appalachian women.

Deborah Murray
Northeast Area Program Director
Robinson Station
130 Robinson Road
Jackson, Kentucky 41339
606-666-2438 ext. 237
Campus (606-257-9511 ext. 237)

East Kentucky Leadership Network

Kentucky River Area Development District
917 Perry Park Road
Hazard, Kentucky 41701
(606) 436-3158
www.eastkentuckyleadership.org

✿ **Georgetown College's Center for Leadership and Ethics** worked with Jefferson County's Department of Equity, Poverty Issues, and Compliance to offer a summer camp for 91 7th and 8th grade girls with a 2.0 GPA from Title I program. Topics included leadership skills, parliamentary procedures, math and computers, diet and nutrition, teamwork, team presentations, team communication, and featured guest speakers.

Georgetown College
400 E College Street
Georgetown, KY 40324
502-863-8000
www.georgetowncollege.edu/ and <http://spider.georgetowncollege.edu/cle/>

✿ **Girls Incorporated**, A national nonprofit youth organization with chapters in Kentucky dedicated to inspiring all girls to be strong, smart, and bold. It provides educational programs to girls, particularly those in high-risk, underserved areas. Innovative programs help girls confront subtle societal messages about their value and potential, and prepare them to lead successful, independent, and fulfilling lives. www.girlsinc.org

Girls Incorporated of Owensboro-Daviess County
P.O. Box 1626
Owensboro, KY 42302-1626
270-684-7833
Email: girls.Owensboro@girls-inc.org
Girls Incorporated of Bowling Green, Inc.
P.O. Box 1532
Bowling Green, KY 42101
Bus: (270) 781-3549
Email: girlsincbg@hotmail.com

Girl Scouts www.girlscouts.org

Girls Scouts of Kentuckiana www.kyanags.org/
Girls Scout Council of Licking Valley www.lvgsc.org/
Girl Scouts—Wilderness Road Council www.gswrc.org/

Group activities in school and after school and at many other sites.

- Programs that develop leadership, life-skills, goal setting, confidence and self-esteem. Many programs in conflict resolution and appreciation of diversity: Building Rainbows, Green Circle, Pickles Program in math and science and career exploration.
- Lemons to Lemonade: child abuse prevention; Wise Live: health, fitness and nutrition; Pregnancy Prevention; Life Savers: suicide prevention; adventure programs: rappelling, rock climbing, zip line, etc.

Anne Weston
Wilderness Road Council
2277 Executive Drive
Lexington, KY 40505
Phone: (859)-293-2621

⚙ **Greater Opportunities for Women (GO Women, Clark County)** exposes economically disadvantaged women of Eastern and Central Kentucky to new ideas and experiences that allow them to gain greater self-confidence and better job opportunities. Participants attend free workshops twice a week for ten weeks, and are linked to professional women in the community who help them shape career oriented goals.

Ms. Kathy Werking, Executive Director

5123 Bryan Station Road

Paris, KY 40361

859-299-5460

Kentucky Chamber of Commerce/Local Chambers of Commerce

Local chambers sponsor programs to facilitate and strengthen community-based and economic leadership in various counties throughout Kentucky.

464 Chenault Road

Frankfort, KY 40601

502-695-4700

www.kychamber.com/

The Kentucky Extension Homemakers Association (KEHA) is the largest (22,000 members in Kentucky) and one of the strongest leadership development programs in the state.

- Programs are designed to provide practical information on topics basic to meeting the needs of Kentucky families and to strengthening the skills and abilities of individual members.
- Membership is open to everyone regardless of age, race, color, national origin, creed, marital status or sex. The program is of interest to all income levels.
- Educational programs are research based and provided by the University of Kentucky Cooperative Extension Service and Kentucky State University Extension.
- The Kentucky Extension Homemakers Association flyer lists, among others, the opportunities for its members to continue education, to become a leader, and to develop skills.
- The Kentucky Extension Homemakers Association is available in all of Kentucky's 120 counties and can be accessed by contacting the County Cooperative Extension Office, located in each county seat.

www.ca.uky.edu/fcs/keha/index.htm

Kentucky Women's Leadership Network (KWLN)

Jennifer Hayes
C/o Ky Revenue Cabinet
200 Fair Oaks
Frankfort, KY 40601
502-564-5495

Judy Marcum, Vice President
c/o Midway College
512 E. Stephens Street
Midway, KY
jmarcum@midway.edu
502-846-5834

Leadership Kentucky

PO Box 1172

107 Progress Drive

Frankfort, KY 40602

502-695-1102

www.leadershipky.org/

The **League of Women Voters** works to influence policy through education and advocacy

www.lwv.org

League of Women Voters of Kentucky www.lwvky.org

Local leadership programs

In March 2002, the Committee on Education and Leadership surveyed County Cooperative Extension Offices regarding existing leadership and mentoring programs. The responses represented all areas of the state, both rural and urban, and were very similar.

- Many counties reported leadership programs sponsored by the local county or city Chamber of Commerce.
- The Northern Kentucky Chamber of Commerce described their program as "training to individuals who have the desire to play a leadership role in building the economy and quality of life in Northern Kentucky."
- Some county governments, e.g., Allen and Carroll Counties, sponsored leadership programs.
- Cooperative Extension sponsored several specific county leadership programs such as Master Gardeners.
- Counties reported programs relating to youth such as 4-H, Girl Scouts, Boy Scouts, Teen Leadership, Future Farmers of America, Future Business Leaders of America, and Future Consumer and Community Leaders of America.

- Several counties listed Rotary, Kiwanis, Jaycees, Woman's Club, Toastmasters, MOPS (Mothers of Preschooler's), Junior Woman's Club, PTA and PTO's.
- Daviess County added Community Conversations and Junior League.
- Pike County added Delta Kappa Gamma.
- Fleming County reported a program called Leadership Horizons that covers five counties, is run by a board of directors and committees, and hosts monthly sessions for participants.

National Women's Political Caucus (NWPC) is a national organization dedicated to increasing the number of pro-choice women in elected and appointed office regardless of party affiliation. www.nwpc.org

Chapters in Kentucky include:

Kentucky Women's Political Caucus

4549 Southern Parkway
Louisville, KY 40214
(502) 361-4866

Bluegrass Women's Political Caucus

PO Box 12208, Lexington, KY 40581

Metropolitan Louisville Women's Political Caucus

1906 Hill Circle Road
Louisville, KY 40214

Women Leading Kentucky

PO Box 961
Lexington, KY 40588
www.womenleadingky.com/

YWCA

YWCA of Ashland
3238 13th St.
Ashland, KY 41102-5454
606.325-1775

YWCA of Lexington
Cross Keys Center
1060 Cross Keys Road
Lexington, KY 40504
859.276-4457

Print and Web Resources

Achieving the Future: The Role of Mentoring in the New Millennium This report given on Canadian mentoring programs is an excellent resource on mentoring and leadership training. It provides up-to-date examples of best practices, guides to developing mentoring programs, and options for funding sources. <http://www.iadb.org/sds/doc/Prolead-ReyCarr-E.pdf>

One on One: A Guide for Establishing Mentor Programs. United States Department of Education. This publication can be obtained through the US Department of Education Web site at www.ed.gov/pubs/pubdb.html

Wisconsin Bibliographies in Women's Studies: Mentoring Women in Higher Education offers mentoring information. www.library.wisc.edu/libraries/WomensStudies/bibliogs/mentor.html

National Organizations

⚙ **The Center for American Women and Politics (CAWP)** is a university-based research, education and public service center. Its mission is to promote greater understanding and knowledge about women's participation in politics and government and to enhance women's influence and leadership in public life. www.rci.rutgers.edu/~cawp

CAWP runs the **National Education for Women's Leadership Program** (NEW Leadership), which educates and empowers young women to actively participate in politics and public policy making. The program connects students to the worlds of policy makers and community activists to engage them in shaping the public agenda.

www.newleadership.rutgers.edu

Oxygen Media's Choose to Lead campaign is Oxygen Media's on-air, online and grassroots campaign to increase the number of women serving in representative leadership positions -- from the PTA to the state. www.oxygen.com/choosetolead

The **White House Project** is dedicated to advancing women's leadership by enhancing public perceptions of women's capacity to lead and fostering the entry of women into positions of leadership, including the U.S. presidency.

The White House Project
110 Wall Street, 2nd Floor
New York, NY 10005
212-785-6001
www.thewhitehouseproject.org

YMCA
www.ymca.net/

WELL-BEING

Programs and Organizations in Kentucky

ACLU Reproductive Freedom Project

425 W. Muhammad Ali Blvd., Suite 230
Louisville, KY 40202
502/581-1181
www.aclu-ky.org/

✿ The **Center for Women and Families** provides a wide range of services, including transitional housing, for victims of domestic violence.

Kentucky Campus
226 West Breckinridge St.
P.O. Box 2048
Louisville, KY 40201-2048
(502) 581-7200 24 hours
www.thecenteronline.org/home.htm

Coalition to Fight Obesity Trends in KY Youth

Janet Tietzen, 859-257-1812

County Health Departments

Kentucky Cabinet for Health Services, Department for Public Health
For a list of county health departments visit: http://chs.state.ky.us/publichealth/lhd_address_listing.htm

Gay and Lesbian Medical Association

459 Fulton Street, Suite 107
San Francisco, CA 94102
415-255-4547
www.glma.org/home.html

✿ **Georgia Chaffee Teenage Parent Program** is a dropout prevention program for pregnant teens in Louisville. The program provides in-house medical and social services in order to reduce the number of high school dropouts and ensure uninterrupted academic progress.

Georgia Chaffee Teenage Parent Program, JCPS, Westport
8800 Westport Road
Louisville, KY 40242
502-485-8347

✿ The **HANDS** (Health Access Nurturing Developing Services) **program** is a voluntary, intensive home visitation program designed to assist parents at critical development points during their child's first two years of life. The program's goal is to assist with child development, parenting skills, health services, and other needed resources.

275 East Main Street
Frankfort, KY 40621
502-564-2154
<http://publichealth.state.ky.us/hands.htm>

✿ **Health Kentucky**, created in 1984, is a nonprofit organization that has provided free health care to more than 250,000 patients. Eligible patients receive free medical care and medications through a statewide network of volunteer doctors, pharmaceutical companies, pharmacies, hospital, dentists, home health agencies, and hospices.

12700 Shelbyville Road
Louisville, KY 40243
502-254-4214
www.healthkentucky.org/

Kentucky Association for School Health

Attn: Amy Majewski, President
385 Redding Road, Apt. 67
Lexington, KY 40517
www.kyschoolhealth.org/

Kentucky Fairness Alliance

PO Box 3912
Louisville, KY 40201
502-897-1973
www.kentuckyfairness.org/

For a listing of **Kentucky Gay and Lesbian Resources**, visit, www.dv-8.com/resources/us/local/ky.html

✿ The **Kentucky Homeplace Program**, established in 1994 and currently active in 39 rural counties, trains lay people from the local community to provide a variety of health and social services to residents in need.
www.mc.uky.edu/RuralHealth/LayHealth/KY_Homeplace.htm

Kentucky Housing Corporation. Affordable housing (rental) and financing (rental and home ownership)

Lori Flanery
1231 Louisville Rd.
Frankfort, KY 40601
Phone: (502) 564-9868
E-mail: lflanery@kyhousing.org
www.kyhousing.org

Kentucky School Food Service Association www.ksfsa.org/

Louisville Youth Group— a community organization that helps and supports young people by providing resources and a safe social atmosphere for Gay, Lesbian, Bisexual, Transgender, Questioning (GLBTQ), and supporting young people under 21.

Louisville Youth Group
PO Box 406764
Louisville, KY 40204
502-454-3300
Email: lygroup@yahoo.com
Web: www.louisvilleyouthgroup.org

Office of Women's Physical and Mental Health. The office opened in 2000 with a mission to improve the health and well-being of all Kentucky women by serving as a repository of data and administering a Women's Health Resource Center.

Office of Women's Physical and Mental Health
Cabinet for Health Services
275 East Main Street
Mailstop HS1EF
Frankfort, KY 40621
502-564-9358
<http://chs.state.ky.us/womenshealth/>

✿ **Owensboro Area Shelter and Information Services (OASIS)** provides a wide range of services, including transitional housing, for victims of domestic violence.

P O Box 315
Owensboro, KY 42302-0315
Business Line (270) 685-0260
Crisis Line 1-800-882-2873
Crisis Line (270) 685-0260

✿ The **PEACC** (Prevention, Education and Advocacy on Campus and in the Community) **Program** at the University of Louisville is a federally funded program to provide public education about sexual assault, stalking, and intimate partner violence as they effect students, faculty, and staff.

Brigman Hall, Room 102
University of Louisville
Louisville, KY 40292
502-852-7014
www.louisville.edu/provost/womenctr/peacc/home.htm

✿ **Sanctuary, Inc** in Hopkinsville provides a wide range of services, including transitional housing, for victims of domestic violence.

Sanctuary, Inc.
PO Box 1165
Hopkinsville, KY 42241
270-885-4572 Toll Free: 800-766-0000

⚙ **Targeted Assessment Program (TAP)**, a program of the Institute on Women and Substance Abuse at the University of Kentucky in partnership with the Kentucky Cabinet for Families and Children, addresses multiple barriers facing Kentucky women and families who are being transitioned from receiving welfare support to self-sufficiency.
www.uky.edu/RGS/CDAR/IOWASA/

Out-of-State Organizations and Programs

⚙ As of 2001, 13 states required **comprehensive private insurance coverage** for contraception and seven additional states required at least some type of contraceptive coverage – Kentucky is not among these states. The 13 states with comprehensive coverage are California, Connecticut, Delaware, Georgia, Hawaii, Iowa, Maine, Maryland, Nevada, New Hampshire, North Carolina, Rhode Island, and Vermont.

⚙ The **Madison Tennessee Domestic Violence Program** provides on-site transitional housing and a mentoring program for domestic violence victims.
Madison, TN Domestic Violence Program
615-860-0003
www.tcadsv.org/servicearea.htm

⚙ The **South Carolina Coalition Against Domestic Violence and Sexual Assault (SCCADVASA) and the Department of Social Services** provides ongoing cross-training for all victim advocates and TANF staff in order to provide a safe and informed transition for domestic violence victims.
SCCADVASA
1320 Richland Street
Columbia, SC 29201
803-256-2900
Toll free: 800-260-9293
www.sccadvasa.org/

South Carolina Dept. of Social Services
PO Box 1520
1535 Confederate Avenue
Columbia, SC 29202-1520
803-898-7601
www.state.sc.us/dss/



KENTUCKY COMMISSION ON
WOMEN
 312 West Main St.
 Frankfort, KY 40601
www.women.ky.gov
 phone 502/564-6643